



Hay River Health & Social Services Authority
Administration des services de santé et des
services sociaux de Hay River

Foster Care & Adoptions Social Worker, Child & Family Services

Salary: Range 15, \$101,400 to \$121,075 per year (\$52.00- \$62.09/hr)

Status: Full-Time, Term to January 2028

Competition #: 047-26

Closing Date: Open until suitable candidate found

Effective November 1st, 2024, this position is eligible for a temporary Labour Market Supplement of up to \$11,000 upon recruitment. Terms and conditions apply

In accordance with the Northwest Territories Social Worker Profession Act, the Government of the NWT Child and Family Services Act, the Child and Family Services Standards and Procedures manual and the practices of the Hay River Health Authority, as part of the primary community care team, the Foster Care and Adoption Social Worker oversee the Foster Care Program, support and coordination services and the adoption program for the Hay River, Enterprise and Katlodeeche First Nation. The Foster Care and Adoption Social Worker is also responsible for providing community based Social Service Programs including: Child Protection, Social Services, and Placement Services, these programs focus, guide and support communities, families, children and individuals through a healing process and the development of positive, healthy life skills.

Qualifications:

Specialized professional knowledge in the behavioral sciences is essential to perform the specialized professional functions of this position.

- The incumbent must have demonstrated ability to deal effectively with people of all ages in a multi-cultural setting. It is essential to develop and maintain positive working relationships with individuals, board and other agencies and employees to communicate program information and obtain and respond to feed-back from these individuals and organizations.
- Ability to administer, manage and provide leadership with excellent interpersonal communication skills (both written and verbal), and the ability to work co-operatively as a team member
- Must have excellent organizational behavior, analytical, facilitation and presentation skills
- Must be dependable and reliable
- Must have good knowledge of investigation skills
- Must be sensitive to the geographical and cultural needs of the people and understand how community and culture impacts the delivery of health and social care.
- Must have a working knowledge of total quality management or continuous quality improvement processes.



- Must be computer literate; Outlook, word document, excel and SharePoint
- Knowledge and understanding of human personality, attitude formation and change and how to design and facilitate a change process;
- Thorough knowledge of the administrative philosophies, policies and practices of organizational systems and larger social systems
- Excellent written and oral communication skills including listening, observing, identifying and reporting
- Knowledge of Child and Family Services Act, Child and Family Services Standards and Procedures Manual, Adoption Standards, Young Offenders Act, Adoption Act and their Regulations
- Knowledge of Social Work standards of practice, ethics and policies
- Knowledge and ability to implement social work theories, practices and procedures
- The incumbent must be able to respond or assist in emergency situations and have very good interpersonal, mediation, negotiation and conflict resolution skills. Must have well-developed organizational, verbal and written skills, interviewing and analytical skills
- Class 5 Driver's License
- Self-Control (Responds Calmly) – Feels strong emotion in the course of conversation or other tasks, such as anger, extreme frustration, or high stress, controls emotions, and continues to talk or act calmly, including in electronic correspondence.
- Flexibility (Adapts Normal Procedures) – Alters normal procedures or ways or working schedule to fit a specific situation, to get the job done and/or to meet children's needs and HRHSSA goals, (i.e. performs co-workers' tasks when needed)
- Must be able to acquire within a reasonable time frame and remain current with the Non-Violent Crisis Intervention certification.
- A Degree or Diploma in Social Science or Social Services plus 2 years of experience in Social Services case management, program development and delivery;

ADDITIONAL REQUIREMENTS:

- Must be able to obtain NWT Child Protection Appointment
- Must be able to obtain NWT Adoption Worker Appointment
- Must be able to produce a Satisfactory Departmental check with the Child and Family Services Information System

In addition to an attractive salary, we offer a Northern Allowance of \$2.33 per hour up to \$4,538 per year. All job offers are subject to references, a satisfactory Criminal Records Check (including vulnerable sector search) and an Employee Health Risk Assessment. Only those candidates selected for an interview will be contacted.

The Priority Hiring ranks shall be as follows:



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- Indigenous Canadian, meaning a member of a Canadian First Nation, or an Inuk or Métis person;
- Long-Term Northern Resident, meaning a person who has lived at least half their lives in the Northwest Territories;
- People living with disabilities as defined in the Northwest Territories Human Rights Act, or members of the LGBTQA2S community;
- Northern Residents, meaning persons who have resided in the Northwest Territories for at least twelve (12) continuous months at the time of application.

Candidates shall be invited to identify their eligibility for Priority Hiring in the job posting at the time of application.

For full job description, including required knowledge, skills & abilities, please see job posting/job description on our website at www.hayriverhealth.ca under the 'Careers' section.

How to apply:

Applicants should send their resume via email to hrhssa_competitions@gov.nt.ca